**Strategic HRM**

**Dec 2023 Examination**

**Q.1 Motocrop is a mid-sized manufacturing firm that specializes in producing automotive parts. Over the years, the company has seen a steady growth in its operations and market presence. However, the industry is rapidly evolving, with technological advancements such as automation, robotics, and AI becoming integral to manufacturing processes. Motocrop recognizes the need to adapt and invest in these technologies to remain competitive and efficient. As the Head of Human Resources, you have been tasked with developing a strategic human resource plan to guide the company through this technological transformation.**

**Ans 1.**

**Introduction**

In today's dynamically evolving industrial landscape, technological progression is not a mere choice; it is a mandate. The manufacturing sector, especially automotive components, is witnessing a paradigm shift, with automation, robotics, and artificial intelligence (AI) becoming critical cogs in the operational wheel. Motocrop, with its rich legacy in the automotive parts domain, stands at this pivotal juncture. While its growth trajectory in the past speaks volumes about its resilience and capabilities, the future beckons a

**Q.2 You are the HR Manager of a rapidly growing technology start-up. The company has been experiencing a high rate of employee turnover, particularly among top-performing employees who are leaving for better opportunities elsewhere. This turnover is not only affecting the company's productivity but also hindering its ability to innovate and stay competitive in the industry. As the HR Manager, you are tasked with developing some retention strategies. (10 Marks)**

**Ans 2.**

**Introduction**

In the fiercely competitive landscape of the technology industry, human capital serves as the pivotal axis around which the success and growth trajectory of a start-up revolves. For a rapidly growing technology start-up, the challenge lies not only in recruiting top talent but also in retaining it. Recent trends at our company indicate a surge in the departure of top-performing employees, a phenomenon which threatens our position in the marketplace, as it not only reduces operational efficiency but also impacts our innovation capabilities. The essence of our predicament isn't just the act of leaving, but the exodus of the very minds that

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**Q.3 InnovateTech is a mid-sized technology-consulting firm known for its innovative solutions and expertise in emerging technologies. However, the company has been facing challenges related to employee engagement and retention. Despite offering competitive compensation, some top-performing employees have been leaving the company for opportunities elsewhere. InnovateTech's leadership recognizes the need to implement a Career Planning for the employees and needs to work on the same.**

**a. Discuss the initiatives taken by the organisation for Career Development & Planning for employees. (5 marks)**

**Ans 3a.**

**Introduction**

InnovateTech, despite its acclaim for groundbreaking solutions in emerging technologies, faces a quintessential challenge: retaining its top-performing employees. While monetary compensation is competitive, it's becoming increasingly clear that today's workforce seeks more than just financial incentives. The growing emphasis on holistic career development and planning is evident. For organizations like InnovateTech, the commitment to building

**b. Explain the significance of a well-designed process of succession planning increasing employee satisfaction and retention rates at InnovateTech? (5 marks)**

**Ans 3b.**

**Introduction**

In the intricate mosaic of organizational growth and sustainability, succession planning emerges as a vital piece. For InnovateTech, facing retention challenges, it's imperative to view succession planning not merely as a contingency for leadership continuity but as a strategic tool to bolster employee satisfaction and retention. The process, if well-executed,